

QP CODE: D3BIB2404

(Pages: 2)

Reg. No :

Name :

THIRD SEMESTER FYUGP EXAMINATION, NOVEMBER 2025

Discipline Specific Core (DSC) Course - Minor

BIB3MN201 : Human Resource Management

(Credits: 4)

Time: 2 Hours

Maximum Marks: 70

Section A

Answer the following questions. Each carries 3 marks (Ceiling: 24 marks)

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|-----|---|-----|-----------------------|
| 1. | Define personnel management. | BL1 | CO1, CO2 |
| 2. | What are the steps in the process of HR Planning? | BL1 | CO1, CO2,
CO3, CO4 |
| 3. | Comment on performance appraisal. | BL1 | CO2, CO3,
CO4 |
| 4. | What do you mean by the term of compensation? | BL1 | CO2, CO3,
CO4 |
| 5. | Define the term job analysis. | BL1 | CO1, CO2,
CO3, CO4 |
| 6. | How does an HR Manager ensure positive employee relations within an organization? | BL2 | CO1, CO2,
CO3, CO4 |
| 7. | Explain any three external sources of recruitment. | BL2 | CO1, CO2,
CO3, CO4 |
| 8. | Define training in HRM. | BL2 | CO2, CO3,
CO4 |
| 9. | What is meant by employee discipline. | BL2 | CO1, CO2,
CO3, CO4 |
| 10. | Explain how induction can accelerate a new hire's productivity. | BL2 | CO2, CO3,
CO4 |

(PTO)

Section B

Answer the following questions. Each carries 6 marks (Ceiling: 36 Marks)

11.	Evaluate whether a growing mid-sized company should adopt a flat or hierarchical HR structure, giving reasons.	BL5	CO1, CO2
12.	Do you think business games are an effective method to select managers? Are they more reliable than traditional interviews? Give reasons.	BL4	CO1, CO2, CO3, CO4
13.	Discuss the retention stage and the strategies an organization can use to retain employees.	BL4	CO3, CO4
14.	Define industrial disputes. What are the causes of industrial disputes.	BL1	CO1, CO2, CO3, CO4
15.	Evaluate the role of workload analysis in improving both employee performance and organizational productivity.	BL5	CO1, CO2, CO3, CO4
16.	"Human Resource Management is the backbone of organizational effectiveness." Critically evaluate this statement.	BL5	CO1, CO2, CO3, CO4
17.	Evaluate the usefulness of appraisal interviews as a tool for employee development and organizational growth.	BL5	CO1, CO2, CO3, CO4
18.	What is disability retirement? Explain how it differs from voluntary retirement?	BL2	CO2, CO3, CO4

Section C

Answer any one question. Each carries 10 marks (1 x 10 = 10 Marks)

19.	What are the statutory and non-statutory benefits included in the compensation offered to an employee.	BL2	CO2, CO3, CO4
20.	Your company has finished a training program on teamwork. Use any two evaluation methods (observation, questionnaire, interview, self-diaries, or self-recording) to check if the training was successful. Explain how you will use them.	BL3	CO2, CO3, CO4

CO : Course Outcome

BL : Bloom's Taxonomy Levels (1 – Remember, 2 – Understand, 3 – Apply, 4 – Analyse, 5 – Evaluate, 6 – Create)